

Union news for  
**PROFESSIONAL,  
TECHNICAL &  
ADMINISTRATIVE  
EMPLOYEES,**  
LOCAL 21, IFPTE | AFL-CIO  
San Francisco

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## SF Budget Update

As reported in the press and last month's City Line, Mayor Newsom asked Local 21 and other unions with wage increases scheduled between December 2008 and April 2009 to defer their raises for the remainder of FY 08-09 and all of FY 09-10. For Local 21 members, this would have meant an 18 month deferral of our 3.5% raise.

Local 21 declined the Mayor's request and stressed that the lateness of the request made consideration of the deferral impossible. None the less, we recognize that the City's financial problems are real and offered to continue conversations about other cost savings options in the New Year.

In response to declining the deferral, the Mayor suggested that our wage increase be placed in a "lock box" and held until Local 21 members could conduct internal discussions and vote on a deferral. The Mayor promised that if our members voted "no," the lock box money would be returned immediately.

Again, Local 21 declined and explained that even an interim deferral into a "lock box" could not be authorized without adequate time to go through the same evaluation and voting process required for a deferral. As a result, the salary increase is taking place as scheduled in our contract and will be reflected in City employees' next paychecks.

In collaboration with other City unions and through a budget coalition led by the SF Labor Council, Local 21 is continuing to discuss the fiscal situation and potential employee contributions to help close the budget gap and hopefully reduce layoffs.

The labor coalition insists they will not consider any temporary employee contribution unless it is met with support from the Board of Supervisors and Mayor for a measure on the June or November ballot that would increase city revenues. The City's business community has indicated it will oppose

any initiative that increases taxes but does occur in tandem with a contribution from City employees

Local 21 members have raised other issues which deserve consideration before Local 21 and the Labor Coalition support any specific plan for an employee contribution. Some of these include:

- Implementing a real hiring freeze
- Mandating a cut back in personal service contracts so private contractors also contribute to closing the gap
- Providing time off that matches any contribution in lost wages
- Eliminating Prop F positions
- Developing a joint union-city effort to use savings from enterprise fund employee wage deferrals to employ qualified employees laid off from general fund positions

Members frequently ask if the City can unilaterally suspend or alter our MOU by declaring a "state of emergency" or using another justification. By law, contracts are difficult to modify without mutual agreement; Local 21's attorneys are researching the legality of the City making any unilateral modification. In the past, at least one mayor tried to act independently and alter a union contract; His actions were found to be unlawful by the courts. Additionally, there are many who believe that Mayor Newsom's political future would be damaged if he attempted to break any union contracts, regardless of his legal latitude.

Many Local 21 members have been contacting the union office to express a range of opinions. In the coming weeks and months, we will hold meetings to engage in deeper dialogue and continue working on a resolution that prioritizes widespread membership input in an open environment, independent budget research, and intelligent membership communications with full transparency. No decisions affecting our contract will be made without a full membership vote.

**SAVE THE DATE****January 20**

Inauguration Day Festivities at various locations across SF. Visit [www.ifpte21.org/latestnews/](http://www.ifpte21.org/latestnews/) for events.

**January 23**

Sate Budget Briefing with Jean Ross, ED of the California Budget Project. Ross will speak about California's budget and the impact it will have on our jobs, workplaces, and communities; 2pm at Local 21 Office. RSVP to [union21@ifpte21.org](mailto:union21@ifpte21.org)

**January 31**

The next Delegate Assembly will be at the Hotel Whitcomb in SF, and will focus on strategies for "Prioritizing Public Services." Registration and breakfast start at 8:30am. RSVP to [mbratt@ifpte21.org](mailto:mbratt@ifpte21.org)

**PROFESSIONAL & TECHNICAL ENGINEERS LOCAL 21**, IFPTE | AFL-CIO  
1182 Market Street, Room 425  
San Francisco, 94102  
ph: 415.864.2100  
fax: 415.864.2166  
[www.ifpte21.org](http://www.ifpte21.org)

**Internal Placement Committee Meets on Layoffs**

The Union's Internal Placement Committee held its first of several meetings on January 12 to address nearly thirty layoffs impacting Local 21 members. The Committee's primary role is to monitor that the City explores capturing vacant requisitions to avoid layoffs, and that proper seniority and layoff procedures are followed. In the past, the committee has overseen a substantial reduction in Local 21 layoffs through its meetings with the Employee Relations Department (ERD) and the departments where layoffs originated.

Local 21's goals are to mitigate the harm caused by layoffs and displacement, minimize the number of employees moved to the City's holdover list, and ensure that departments do not use layoffs and bumping as a means to exercise favoritism or violate Civil Services Rules. The union also monitors issues surrounding "special conditions" so they are addressed equitably and accurately prior to placing employees in their new positions.

The Committee consists of representatives from ERD, Local 21 IT Professionals former chapter President **RICHARD ISEN**, Administrative Analysts chapter President **MIKHAEL HART**, Municipal Planners former chapter President **ADAM GUBSER**, **CARMEN LEWIS-CUMBERBATCH** of the Personnel Analysts chapter, **BLUE WALCER** of the Health Educators chapter, **MEGHAN GREEN** of the Engineers chapter, and Local 21 Representative **CRISS ROMERO**.

Layoff notices were originally released in December, with most layoffs effective no sooner than February 20.

**Union Requests Temporary Freeze of PSCs**

Local 21 requested a one-month postponement of the review and approval of over \$350 million in personal service contracts scheduled for evaluation at the Civil Service Commission's (CSC) January 5 meeting.

The union argued that numerous civil service classifications, including several which

are slated for layoff, are capable of performing some work proposed to be contracted out. It is the Union's position that the City cannot layoff employees and offer identical work to contractors outside of the merit system. Additionally, the City recently requested that unionized employees forego a negotiated wage increase, but many of the contracts up for approval included a COLA for contractors.

The CSC was unwilling to delay the review of any PSCs and approved over 100 social service contracts. However, the CSC stated it would need to review the Department of Public Health's procedures for outsourcing. We also believe that the work these contracting organizations are doing needs to be more transparent, and the City needs to monitor contracts more closely. The CSC agendized a deeper discussion of their PSC evaluation processes for their February 2 meeting.

**Engineer Wins Acting Pay Settlement**

In late March, **RAMSIS ATTIA** approached Local 21 with a mission. The SF PUC Engineer who is responsible for ensuring the design and construction of City water facilities meet certain standards knew for years he had been doing more work for less pay.

In the past, **ATTIA** was approved for a higher paying Project Manager appointment to reflect his duties, but the position and wage increase was rescinded for budgetary reasons. Although his level of compensation was never adjusted, his responsibilities remained the same. After learning that a fellow union member and colleague, had received an acting compensation award under similar circumstances, **ATTIA** called his Local 21 Rep.

One grievance and multiple meetings later, **ATTIA** agreed to settle his claim with the employer for \$12,147 (roughly 5% of his salary for the last 2 years). Although the award fell short given his years of dedication, **ATTIA** was satisfied with his win. He plans to retire later this year with a much-welcomed boost to his retirement benefit from the pensionable award.